Federal Communications Con Washington, D.C. 20554		Approved by OM 0-0922 (September 200	/IB FOR FCC	USE ONLY	
<u>-</u>	FCC 397	•			
BROADCAST	' MID-TERN	и REPORT	FILE NO.	IMISSION (1929ADC	
Legal Name of the Licens GOOD KARMA BROAL		LC			
Mailing Address 100 STODDARD STREI	ET				
City BEAVER DAM	-	State or Country WI	(if foreign a	(ddress)	Zip Code 53916 -
Telephone Number (inclu 9208854442	·	E-Mail Address (CKARMAZIN@			
FCC Registration Number 0003768835	11	nber WI	ill Sign EFL		
TYPE OF BROADCAST STATION:	Radio TV Low Power	Commercial Broadcast Station Radio		mercial Brational Rac ational Rac	
Application Purpose New Program Report Amendment to Program					
List call sign and location share one or more employ agreement. Indicate on the agreement. To the extent	yees. Also list st te table below w	stations operated by which stations are of	the licensee perated purs	pursuant uant to a ti	to a time brokerage ime brokerage

agreement on this report, responses or information provided in Sections I through III should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.

[Station List]

Station List

List call sign and location of all stations included on this report. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses or information provided in Sections I through III should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.

Call Sign	Facility ID Number	Type (check applicable box)	Location (City/State)	Time Brokerage Agreement (check applicable box)
WEFL	35148	© AM C FM C TV	TEQUESTA, FL	C Yes € No
WUUB	24143	C AM © FM C TV	JUPITER, FL	C Yes © No

SEND NOTICES AND COMMUNICATIONS TO THE FOLLOWING NAMED PERSON AT THE ADDRESS INDICATED BELOW:

Name			Street Address		
NANCY A. ORY, ESQ.			LERMAN SENTER PLLC		
R- 10 00 1 0 1 1 1 1 1 1 1 1 1 1 1 1 1 1			2000 K STREET, NW, SUITE 600		
City	State	Zip Code	Telephone Number		
WASHINGTON	DC	20006-1809	2024166791		

FILING INSTRUCTIONS

Broadcast station licensees are required to afford equal employment opportunity to all qualified persons and to refrain from discriminating in employment and related benefits on the basis of race, color, national origin, religion, and sex. See 47 C.F.R. Section 73.2080. Pursuant to these requirements, a television station employment unit that employs five or more full-time station employees must file a full and complete Broadcast Mid-Term Report. If a television station employment unit employs fewer than five full-time employees, only the first two pages of this report need be filed [through Section I and the Certification].

A copy of this Mid-Term Report must be kept in the station's public file. Failure to meet these requirements may result in sanctions or remedies. These requirements are contained in 47 C.F.R. Section 73.2080 and are authorized by the Communications Act of 1934, as amended.

Consider as "full-time" employees all those permanently working 30 or more hours a week.

Section I

Does your station employment unit employ fewer than five full-time employees, if Yes A No television, or fewer than eleven full-time employees, if radio?

If yes, you do not have to file this form with the FCC. However, you have the option to complete the certification below, return the form to the FCC, and place a copy in your station(s) public file. You do not have to complete the rest of this form. If your station employment unit employs five or more full-time employees, if television, or eleven or more full-time employees, if radio, you must complete all of this form and follow all instructions.

CERTIFICATION

This report must be certified, as follows:

- A. By licensee, if an individual;
- B. By a partner, if a partnership (general partner, if a limited partnership);
- C. By an officer, if a corporation or an association; or
- D. By an attorney of the licensee, in case of physical disability or absence from the United States of the licensee.

WILLFUL FALSE STATEMENTS ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001), AND/OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT (U.S. CODE, TITLE 47, SECTION 312(a)(1)), AND/OR FORFEITURE (U.S. CODE, TITLE 47, SECTION 503).

I certify to the best of my knowledge, information and belief, all statements contained in this report are true and correct.

Signed	Name of Respondent CRAIG KARMAZIN		
Title PRESIDENT	Telephone No. (include area code) 9208854444		
Date 9/29/2015			

GENERAL POLICY

A broadcast station must provide equal employment opportunity to all qualified individuals without regard to their race, color, national origin, religion or sex in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training and termination.

Section II

RESPONSIBILITY FOR IMPLEMENTATION

A broadcast station must assign a particular official overall responsibility for equal employment opportunity at the station. That official's name and title are:

Name: KELLI GABEL Title: HOME OFFICE MANAGER It is also the responsibility of all persons at a broadcast station making employment decisions with

It is also the responsibility of all persons at a broadcast station making employment decisions with respect to recruitment, evaluation, selection, promotion, compensation, training and termination of employees to ensure that no person is discriminated against in employment because of race, color, religion, national origin or sex.

Section III

MID-TERM REPORT

Television station employment units with five or more full-time employees and radio station employment units with more than ten full-time employees filing in the middle of the license term must attach a copy of each of the two most recent EEO

[Exhibit 1]

0/00/0016

public file reports (the reports from this year and last year). Stations are required to place annually such information as is required by 47 C.F.R. Section 73.2080 in their public files.

FCC NOTICE REQUIRED BY THE PAPERWORK REDUCTION ACT

We have estimated that each response to this collection of information will average 30 minutes. Our estimate includes the time to read the instructions, look through existing records, gather and maintain required data, and actually complete and review the form or response. If you have any comments on this estimate, or on how we can improve the collection and reduce the burden it causes you, please write the Federal Communications Commission, AMD-PERM, Paperwork Reduction Project (3060-0922), Washington, D.C. 20554. We will also accept your comments via the Internet if you send them to PRA@fcc.gov. Remember - you are not required to respond to a collection of information sponsored by the Federal government, and the government may not conduct or sponsor this collection, unless it displays a currently valid OMB control number or if we fail to provide you with this notice. This collection has been assigned an OMB control number of 3060-0922.

THE FOREGOING NOTICE IS REQUIRED BY THE PAPERWORK REDUCTION ACT OF 1995, P.L. 104-13, OCTOBER 1, 1995, 44 U.S.C. 3507.

Exhibits

Exhibit 1

Description: EEO PUBLIC FILE REPORTS

Attachment 1

Attachment 1	
	Description
EEO Public File Report 2013-2014	
EEO Public File Report 2014-2015	

GOOD KARMA BROADCASTING EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period September 23, 2013 to September 22, 2014.

- 1) Employment Unit: Good Karma Broadcasting, LLC (West Palm Beach, FL)
- 2) Unit Members (Stations and Communities of License): WEFL (AM) Tequesta, FL WUUB (FM) Jupiter, FL
- 3) EEO Contact Information for Employment Unit:

Mailing Address:	Telephone Number: (561) 697-8353
2090 Palm Beach Lakes Blvd. Suite 801 West Palm Beach, FL 33409	Contact Person/Title: Kelli Gabel/ Human Resources Director
	E-mail Address: kgabel@goodkamabrands.com

4) List all Full-Time Job Vacancies Filled by Each Station in the Employment Unit:

Job Title

Recruitment Source Referring Hiree(s)

1. Marketing Consultant (2)

Indeed.com & Industry Referral

2. Marketing Facilitator (2)

Indeed.com (2)

5.)

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification (Yes or No)
AllAcusesopp	Webmaster	www.allaccess.com		0	No
All Access.com				0	No
AMFMJobs.com Company Websites	Webmaster Patti	www.amfinjobs.com Goodkarmabrands.com, Espnwisconsin.com, Espnwestpalmbeach.com, espncleveland.com, hog1059.com, espn1380.com	Beaver Dam, Cleveland, Madison, Milwaukee, West Palm Beach	8	No
		3450 Northlake Boulevard, #110	North Palm Beach	0	No
Connecticut School of Broadcasting Employee Referral	Tom Adams N/A	N/A	N/A	5	No
Pro- Lo Planta and	Webmaster	N/A	800,438,4128	ı	No
Employ Florida.com	James Watson Jr.	777 Glades Road, SU220	Boca Raton	0	No
Florida Atlantic University	Jim Harris/Sean	A4100 University Center	Tallahassoo	0	No
Florida State University GKB (internship program referral	N/A	N/A	N/A	3	No
Hispanic Human Resources Council	Luciano Martinez	1427 S. Congress Avenue	West Palm Beach	0	No
110,000				4	Yes
Industry Referral	Webmaster N/A	N/A	N/A N/A	4	Yes
Job Fair	N/A	N/A	N/A	0	No
	Den Laur	3601 N. Military Trail	Boca Raton	0	No
Lynn University Nova Southeastern University	Fay Salmon	3301 College Avenue	Fort Lauderdale	0	No
Ohio/Illinois Centers for Broadcasting	Gary James	9000 Sweet Valley Drive	Valey View	0	No
Palm Beach Community College	Carol Bond	3160 PGA Boulevard	Palm Beach Gardens	0	No
	Webmaster	www.tvandradiojobs.com		0	No
TVandRadio Jobs.com		100 J. Wayne Reitz Union	Gainesville	0	No
University of Florida	Jill Skufe		Miami	0	No
University of Miami	Pam Wright	5202 University Drive, Merrick 120		0	No
Wisconsin Broadcasters Association	Michelle Vetterkind	44 E. Miflin Street, Suite 900	Madison	1	No

Recruiting Source: Indeed.com (2)

b.)Job Title: Marketing Facilitator (2)

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
	Wahmastar	www.allaccess.com		0 -	No
All Access.com	Webmaster	www.ansectess.com		0	No
AMFMJobs.com	Webmaster	www.amfmjobs.com			
Company Websites	Patti	Goodkarmabrands.com, Espnwisconsin.com, Espnwestpalmbeach.com, espncleveland.com,	Beaver Dam, Cleveland, Madison, Milwaukee, West Palm Beach	4	No
				0	No
Connecticut School of Broadcasting	Tom Adams	3450 Northlake Boulevard, #110	North Palm Beach		
Employee Referral	N/A	N/A	N/A	0	No
				o	No
ESPN 760	Andrea Cole	2090 Palm Beach Lakes Boulevard	West Palm Beach		
ret. N.E. Askinski TT. Simulaka	James Watson Jr.	777 Glades Road, SU220	Boca Raton	0	No
Florida Atlantic University		111 Olades Road, SUZZV	Documents	0	No
Florida State University	Jim Harris/Sean Collins	A4100 University Center	Tallahassee	<u> </u>	
GKB Internship program referral	N/A	N/A	N/A	3	No
Hispanic Human Resources Council	Luciano Martinez	1427 S. Congress Avenue	West Palm Beach	0	No
	Webmaster	N/A	N/A	4	Yes
Industry Referral	N/A	N/A	N/A	1	No
				0	No
Lynn University	Dana Levy	3601 N. Military Trail	Boca Raton	 	
Nova Southeastern University	Fay Salmon	3301 College Avenue	Fort Lauderdale	0	No
17072 SOURCESHELD CHEVESTRY	Tay Salara			0	No
Ohio/Illinois Centers for Broadcasting	Gary James	9000 Sweet Valley Drive	Valey View	ļ	
		11/0 DOA Dl	Palm Beach Gardens	0	No
Palm Beach Community College	Carol Bond	3160 PGA Boulevard	T	0	No
Talent Dynamics	Webmaster	600 Las Colinas Blvd. Suite 100	Iving, TX	"	
				0	No
TVandRadioJobs.com	Webmaster	www.tvandradiojobs.com			
Hairmaniu of Florida	fill Skufe	100 J. Wayne Reitz Union	Gainesville	0	No
University of Florida	AIII OKUIG	100 % trajire Rotez Olaon		0	No
University of Miami	Pam Wright	5202 University Drive, Merrick 120	Miami	 	-
		AA D A CO'S CO	Materia	0	No
Wisconsin Broadcasters Association	Michelle Vetterkind	44 E. Mifflin Street, Suite 900	Madison	1	No
WorkinSports.com	Webmaster	7010 E. Chauncey Lt., Suite 115	Phoenix, AZ	1	1 100

8) Total # of Interviewees Referred: For the period from <u>September 23, 2013 - September 22, 2014</u>, this Employment Unit interviewed <u>39</u> interviewees for full-time job vacancies.

9) Supplemental Recruitment Initiatives.

(a) [Initiative: Job & Career Fairs

Florida Atlantic University. West Palm Beach, FL. January 20. A Marketing Consultant participated in the Job Fair. The Employment Unit solicited students interested in careers in broadcasting for internships. Over 250 participants attended the Job Fair.

Northwood University Career Fair. West Palm Beach, FL. March 13, 2014. A Partner Services Coordinator and a board operator participated in the Job Fair. The Employment Unit solicited students interested in careers in broadcasting for internships. Over 150 participants attended the Career Fair.

Initiative: Internship Program

The Employment Unit operates an internship program, which allows interns to gain experience in many areas of the radio industry. Internships are available year round. During the period covered by this report, 50 interns participated in the program and received college credit. Internships are available in the areas of programming, sales, promotions, and administration. Depending on the main focus of the internship, interns may report directly to a sales manager, general manager, program director, or promotions director. Interns learn a wide variety of skills, including but not limited to: writing on-air copy and promotional announcements, website maintenance, writing and sending out press releases, miscellaneous office responsibilities, assisting on-air talent with remote broadcasts including set-up and tear down, board-oping and help with show producing, and recapping events for clients. Interns are recruited from the many universities, colleges, and technical colleges around the area, including Palm Beach Atlantic, Northwood University, Connecticut School of Broadcasting, Florida Atlantic University, Lynn University, Nova Southeastern University, Palm Beach Community College, University of Florida, and University of Miami.

(c) Initiative: Job Shadowing Program

Good Karma Broadcasting instituted and provides a job shadowing program. In this program, students from area high school and colleges visit the station and shadow an Employment Unit employee for an entire day, giving them a feel for careers in the broadcasting industry.

(d) Initiative: Mentoring / Training Program

The Employment Unit has instituted a program whereby its employees have the opportunity to shadow other employees in the company to learn more about their positions and the skills required to do those jobs (for example, several of our receptionists have trained under the traffic department and received promotions into this department and a DJ/board-op has trained under our engineer). This program helps station personnel acquire skills that could qualify them for higher-level positions.

(e) Initiative: Participation in Educational Institution and Community Events

Men's Club at Tivoli Reserve in Boynton Beach (October 13, 2013): The Employment Unit I Journalist spoke to the Men I Club at Tivoli Reserve on the topic of NFL journalism and reporting. About 50 men were in attendance.

Dancing for a Cure to Benefit Alzheimer's (December 31-January 1): The Employment Unit Multi-Media Journalist emceed the benefit that was held at The Marriott in Palm Beach Gardens, FL.

Men's Club of Huntington Lakes & Delray Beach (January 12, 2014): The Employment Unit Multi Media Journalist spoke to the Men Club on the topic of sports journalism and marketing. There were approximately 160 men in attendance.

Polo After Party Benefit (March 12, 2014): The Employment Units Multi-Media Journalist emceed the benefit that was held at The International Polo Club in Wellington, FL. Approximately 250 were in attendance

WEFL (AM) and WUUB (FM) are an Equal Opportunity Employer.

Men's Club at Hunters Run Country Club (March 23, 2014): The Employment Unit Multi Media Journalist spoke to the Men Club on the topic of sports journalism. There were over 160 men in attendance.

Wild Pants Party to Benefit the ARC of Palm Beach (April 3, 2014): Two Multi Media Journalists from Employment Unit spoke to various classes regarding their career in broadcasting. Approximately 450 attended the event at The Gardens Mall in Palm Beach Gardens.

Ernie Els for Autism "Back Nine Microbrew (April 10, 2014): The Employment Unit Multi Media Journalist emceed the benefit at Old Palm Country Club. Approximately 200 were in attendance.

3rd Annual Dress to Impress Fashion Show. (May 30, 2014): Employment Unit@ Multi Media Journalist emceed the benefit at SoLita of Delray Beach. Approximately 150 were in attendance.

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GOOD KARMA BROADCASTING EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period September 23, 2014 to September 22, 2015.

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- 3) EEO Contact Information for Employment Unit:

Mailing Address:	Telephone Number: (561) 697-8353
2090 Palm Beach Lakes Blvd. Suite 801 West Palm Beach, FL 33409	Contact Person/Title: Kelli Gabel/ Human Resources Director
	E-mail Address: kgabelfægoodkarmabrands.com

4) List all Full-Time Job Vacancies Filled by Each Station in the Employment Unit:

Job Title

Recruitment Source Referring Hiree

1. Marketing Consultant

ESPN West Palm Beach On-Air Ad

5.)

(i) Name of Organization	Contact	Address:	Telephone	# of	Did
Notified of Job Vacancy:	Person	Audicos.	Number:	Interviewees Referred	Recruitment Source Request Notification (Yes or No)
All Access.com	Webmaster	www.allaccess.com		0	No
				0	No
AMFMJobs.com	Webmaster	www.amfmjobs.com			
Company Websites	Market Contact	Goodkarmabrands.com, Espnwisconsin.com, Espnwestpalmbeach.com, espncleveland.com	Beaver Dam, Cleveland, Madison, Milwaukee, West Palm Beach	3	No
				0	No
Connecticut School of Broadcasting	Tom Adams	3450 Northlake Boulevard, #110	North Palm Beach	ļ	
Employee Referral	N/A	N/A	N/A	3	No
ESPN West Palm Beach On-air ad	N/A	2090 Palm Beach Lakes Blvd, Suite 701, West Palm Beach, FL	N/A	6	No
				1	No
Florida Atlantic University	James Watson Jr.	777 Glades Road, SU220	Boca Raton		
	Jim Harris/Sean			1	No
Florida State University	Collins	A4100 University Center	Tallahassee	 	<u> </u>
GKB Internship program referral	N/A	N/A	N/A	7	No
Google Search	N/A	N/A	N/A	2	No
				0	No
Hispanic Human Resources Council	Luciano Martinez	1427 S. Congress Avenue	West Palm Beach		
		L.,,	N/A	1	Yes
Indeed.com Industry Referral	Webmaster N/A	N/A N/A	N/A	1	Yes
······································					ļ
Lynn University	Dana Levy	3601 N. Military Trail	Boca Raton	1	No
or y come CHAIL WANT				0	No
TVandRadioJobs.com	Webmaster	www.tvandradiojobs.com			
University of Florida	Jill Skufe	100 J. Wayne Reitz Union	Gainesville	0	No
Chiveling of Floring	JAN ONUIC	100 S. Waying Rolls Ollow	Sampar His	0	No
Wisconsin Broadcasters Association	Michelle Vetterkind	44 E. Mifflin Street, Suite 900	Madison	 	
			Į	3	No

⁶⁾ Total # of Interviewees Referred: For the period from <u>September 23, 2014 - September 22, 2015</u>, this Employment Unit interviewed <u>29</u> interviewees for full-time job vacancies.

7) Supplemental Recruitment Initiatives.

(a) Initiative: Job & Career Fairs

Lynn University. Boca Raton, FL. March 25, 2015. A Marketing Facilitator participated in the Career Fair. The Employment Unit solicited students interested in careers in broadcasting for internships. The career fair had 75-100 attendees.

Keiser University. West Palm Beach, FL. April 21, 2015. A Marketing Facilitator participated in the Career Fair. The Employment Unit solicited students interested in careers in broadcasting for internships. The career fair had 40 attendees.

(b) Initiative: Internship Program

The Employment Unit operates an internship program, which allows interns to gain experience in many areas of the radio industry. Internships are available year round. During the period covered by this report, 35 interns participated in the program and received college credit. Internships are available in the areas of programming, sales, promotions, and administration. Depending on the main focus of the internship, interns may report directly to a sales manager, general manager, program director, or promotions director. Interns learn a wide variety of skills, including but not limited to: writing on-air copy and promotional announcements, website maintenance, writing and sending out press releases, miscellaneous office responsibilities, assisting on-air talent with remote broadcasts including set-up and tear down, board-oping and help with show producing, and recapping events for clients. Interns are recruited from the many universities, colleges, and technical colleges around the area, including Palm Beach Atlantic, Northwood University, Connecticut School of Broadcasting, Florida Atlantic University, Lynn University, Nova Southeastern University, Palm Beach Community College, University of Florida, Keiser University and University of Miami.

(c) Initiative: Job Shadowing Program

Good Karma Broadcasting instituted and provides a job shadowing program. In this program, students from area high school and colleges visit the station and shadow an Employment Unit employee for an entire day, giving them a feel for careers in the broadcasting industry.

(d) Initiative: Mentoring Program

The employment unit has implemented a mentoring program called Big Brothers/Big Sisters. It is intended to pair up Good Karma Broadcasting teammates (i.e. employees) across markets and encourage veteran teammates and new teammates to develop a relationship, share ideas and advice and become a resource for each other.

(e) Initiative: Participation in Educational Institution and Community Events

Reach for the Star Gala (November 8, 2014): The Employment Unit's Journalist was a celebrity blackjack dealer at the Kravis Center in West Palm Beach, FL for a fundraiser benefiting Young Friends of Kravis/Youth Programs. About 300 people were in attendance.

Breast Cancer Research Foundation Luncheon (February 5, 2015): The Employment Journalist's co-hosted a lunch at Breakers in Palm Beach, FL. This fundraiser benefited Breast Cancer Research Foundation. About 400 were in attendance.

Little Smiles Starts Ball Gala (February 7, 2015): The Employment Unit's Journalist emceed a live auction at the Himmel Theatre in City Place, FL. This event benefited the Little Smiles organization. About 300 were in attendance.

Huntington Lakes Men's Club (March 8, 2015): The Employment Unit's Director of Content spoke to the Men's Club in Delray on the topic of sports journalism. About 150 men in attendance.

Dr. Oz for Kids Sanctuary Campus (March 28, 2015): The Employment Unit's Journalist emceed the benefit that was held at a private residence in Old Palm, FL. About 65 were in attendance.

Ernie Els for Autism (April 4, 2015): The Employment Unit's Journalist emceed the events at the Harbourside Place in Jupiter, FL. About 300 were in attendance.

Boy Scout Pacesetter Luncheon (April 9, 2015): The Employment Unit's Journalist emceed the event at the Kravis Center in West Palm Beach. About 300 were in attendance.

Kids In the Kitchen (April 25, 2015): Multi Media Journalist from Employment Unit help the kids at different stations at the South Florida Science Center and Aquarium in West Palm Beach, FL. About 300 students were in attendance.

FAU Youth Broadcasting Camp (June 10, 2015): Multi Media Journalist from Employment Unit spoke to various groups regarding a career in broadcasting at Florida Atlantic University in Boca Raton, FL. About 20 students were in attendance.

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Mailing Address:	Telephone Number: (561) 697-8353
2090 Palm Beach Lakes Blvd. Suite 801 West Palm Beach, FL 33409	Contact Person/Title: Kelli Gabel/ Human Resources Director
	E-mail Address: kgabel@goodkarmabrands.com

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Job Title

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ESPN West Palm Beach On-Air Ad

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(i) Name of Organization	Contact	Address:	Telephone	# of	Did
Notified of Job Vacancy:	Person		Number:	Interviewees Referred	Recruitment Source Request Notification? (Yes or No)
AllAccess.com	Webmaster	www.allaccess.com		0	No
		WW.andoeds.com		0	No
AMFMJobs.com	Webmaster	www.amfmjobs.com		<u> </u>	<u> </u>
Company Websites	Market Contact	Goodkarmabrands.com, Espnwisconsin.com, Espnwestpalmbeach.com, espncleveland.com	Beaver Dam, Cleveland, Madison, Milwaukee, West Palm Beach	3	No
Connecticut School of Broadcasting	Tom Adams	3450 Northlake Boulevard, #110	North Palm Beach	0	No
Employee Referral	N/A	N/A	N/A	3	No
ESPN West Palm Beach On-air ad	N/A	2090 Palm Beach Lakes Blvd, Suite 701, West Palm Beach, FL	N/A	6	No
Florida Atlantic University	James Watson Jr.	777 Glades Road, SU220	Boca Raton	1	No
Florida State University	Jim Harris/Sean Collins	A4100 University Center	Tallahassee	ı	No
GKB Internship program referral	N/A	N/A	N/A	7	No
Google Search	N/A	N/A	N/A	2	No
Hispanic Human Resources Council	Luciano Martinez	1427 S. Congress Avenue	West Palm Beach	0	No
	Section 1 Marriage	1427 G. Congress Avenue	west Faith Beach	l	Yes
Indeed.com	Webmaster	N/A	N/A	,	-
Industry Referral	N/A	N/A	N/A	1	Yes
Lynn University	Dana Levy	3601 N. Military Trail	Boca Raton	1	No
TVandRadioJobs.com	Webmaster	www.tvandradiojobs.com		0	No
University of Florida	Jill Skufe	100 J. Wayne Reitz Union	Cainogrilla	0	No
Wisconsin Broadcasters Association			Gainesville	0	No
WorkInSports.com	Michelle Vetterkind	44 E. Mifflin Street, Suite 900	Madison	3	No

⁶⁾ Total # of Interviewees Referred: For the period from September 23, 2014 - September 22, 2015, this Employment Unit intervieweed 29 interviewees for full-time job vacancies.

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(e) Initiative: Participation in Educational Institution and Community Events

Reach for the Star Gala (November 8, 2014): The Employment Unit's Journalist was a celebrity blackjack dealer at the Kravis Center in West Palm Beach, FL for a fundraiser benefiting Young Friends of Kravis/Youth Programs. About 300 people were in attendance.

Breast Cancer Research Foundation Luncheon (February 5, 2015): The Employment Journalist's co-hosted a lunch at Breakers in Palm Beach, FL. This fundraiser benefited Breast Cancer Research Foundation. About 400 were in attendance.

Little Smiles Starts Ball Gala (February 7, 2015): The Employment Unit's Journalist emceed a live auction at the Himmel Theatre in City Place, FL. This event benefited the Little Smiles organization. About 300 were in attendance.

Huntington Lakes Men's Club (March 8, 2015): The Employment Unit's Director of Content spoke to the Men's Club in Delray on the topic of sports journalism. About 150 men in attendance.

Dr. Oz for Kids Sanctuary Campus (March 28, 2015): The Employment Unit's Journalist emceed the benefit that was held at a private residence in Old Palm, FL. About 65 were in attendance.

Ernie Els for Autism (April 4, 2015): The Employment Unit's Journalist emceed the events at the Harbourside Place in Jupiter, FL. About 300 were in attendance.

Boy Scout Pacesetter Luncheon (April 9, 2015): The Employment Unit's Journalist emceed the event at the Kravis Center in West Palm Beach. About 300 were in attendance.

Kids In the Kitchen (April 25, 2015): Multi Media Journalist from Employment Unit help the kids at different stations at the South Florida Science Center and Aquarium in West Palm Beach, FL. About 300 students were in attendance.

FAU Youth Broadcasting Camp (June 10, 2015): Multi Media Journalist from Employment Unit spoke to various groups regarding a career in broadcasting at Florida Atlantic University in Boca Raton, FL. About 20 students were in attendance.

GOOD KARMA BROADCASTING EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period September 23, 2013 to September 22, 2014.

1) Employment Unit: Good Karma Broadcasting, LLC (West Palm Beach, FL)

2) Unit Members (Stations and Communities of License): WEFL (AM) Tequesta, FL

WUUB (FM) Jupiter, FL

3) EEO Contact Information for Employment Unit:

Mailing Address:	Telephone Number: (561) 697-8353
2090 Palm Beach Lakes Blvd. Suite 801 West Palm Beach, FL 33409	Contact Person/Title: Kelli Gabel/ Human Resources Director
	E-mail Address: kgabel@goodkarmabrands.com

4) List all Full-Time Job Vacancies Filled by Each Station in the Employment Unit:

Job Title

Recruitment Source Referring Hiree(s)

1. Marketing Consultant (2)

Indeed.com & Industry Referral

2. Marketing Facilitator (2)

Indeed.com (2)

5.)

a.) Job Title: Marketing Consultants (2) Recruiting Source: Indeed.com and Industry Referral (i) Name of Organization Centact Address: Telephone Interviewees Recruitment Notified of Job Vacancy: Person Number: Referred Source Request Notification? (Yes or No) 0 No AllAccess.com Webmaster www.allaccess.com No AMFMJobs.com Webmaster www.amfmjobs.com Goodkarmabrands.com, Espnwisconsin.com, Espnwestpalmbeach.com, Beaver Dam, Cleveland, espncleveland.com, hog1059.com, Madison, Milwaukee, West espn1380.com Palm Beach Company Websites Patti 0 No Connecticut School of Broadcasting Tom Adams 3450 Northlake Boulevard, #110 North Palm Beach Employee Referral N/A N/A N/A No No EmployFlorida.com Webmaster 800.438.4128 N/A 0 No James Watson Jr. Florida Atlantic University 777 Glades Road, \$U220 Boca Raton 0 No Jim Harris/Sean Florida State University Collins A4100 University Center Tallahassee N/A N/A N/A 3 GKB Internship program referral No 0 Hispanic Human Resources Council Luciano Martinez 1427 S. Congress Avenue West Palm Beach 4 Yes Indeed.com Webmaster N/A N/A Yes Industry Referral N/A N/A Job Fair N/A N/A N/A No No Boca Raton Lynn University Dana Levy 3601 N. Military Trail No Nova Southeastern University Fay Salmon 3301 College Avenue Fort Lauderdale Nο Ohio/Illinois Centers for Broadcasting Gary James 9000 Sweet Valley Drive Valey View No Carol Bond 3160 PGA Boulevard Palm Beach Gardens Palm Beach Community College 0 No TVandRadioJobs.com Webmaster www.tvandradiojobs.com 0 No University of Florida Jill Skufe 100 J. Wayne Reitz Union Gainesville 0 No University of Mianii Pam Wright 5202 University Drive, Merrick 120 Miami No Wisconsin Broadcasters Association Michelle Vetterkind 44 E. Miflin Street, Suite 900 Madison No WorkInSports.com Webmaster 7010 E. Chauncey Ln., Suite 115 Phoenix, AZ

b.)Job Title: Marketing Facilitator (2) Recruiting Source: Indeed.com (2)

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
All Access.com	Webmaster	www.allaccess.com		0	No
AMFMJobs.com	Webmaster	www.amfmjobs.com		0	No
Company Websites	Patti	Goodkarmabrands.com, Espnwisconsin.com, Espnwestpalmbeach.com, espncleveland.com,	Beaver Dam, Cleveland, Madison, Milwaukee, West Palm Beach	4	No
Connecticut School of Broadcasting	Tom Adams	3450 Northlake Boulevard, #110	North Palm Beach	0	No
Employee Referral	N/A	N/A	N/A	0	No
ESPN 760	Andrea Cole	2090 Palm Beach Lakes Boulevard	West Palm Beach	0	No
Florida Atlantic University	James Watson Jr.	777 Glades Road, SU220	Boca Raton	0	No
Florida State University	Jim Harris/Sean Collins	A4100 University Center	Tallahassee	0	No
GKB Internship program referral	N/A	N/A	N/A	3	No
Hispanic Human Resources Council	Luciano Martinez	1427 S. Congress Avenue	West Palm Beach	0	No
Indeed.com	Webmaster	N/A	N/A	4	Yes
Industry Referral	N/A	N/A	N/A	1	No
Lynn University	Dana Levy	3601 N. Military Trail	Boca Raton	0	No
Nova Southeastem University	Fay Salmon	3301 College Avenue	Fort Lauderdale	0	No
			Valey View	0	No
Ohio/Illinois Centers for Broadcasting	Gary James	9000 Sweet Valley Drive		0	No
Palm Beach Community College Talent Dynamics	Carol Bond Webmaster	3160 PGA Boulevard 600 Las Colinas Blvd. Suite 100	Palm Beach Gardens Iving, TX	0	No
TVandRadioJobs.com	Webmaster	www.tvandradiojobs.com		0	No
University of Florida		100 J. Wayne Reitz Union	Gainesville	0	No
-	Jill Skufe			0	No
University of Miami	Pam Wright	5202 University Drive, Merrick 120	Miami	0	No
Wisconsin Broadcasters Association	Michelle Vetterkind	44 E. Miflin Street, Suite 900	Madison	ı	No
WorkInSports.com	Webmaster	7010 E. Chauncey Ln., Suite 115	Phoenix, AZ		

8) Total # of Interviewees Referred: For the period from <u>September 23, 2013 – September 22, 2014</u>, this Employment Unit intervieweed <u>39</u> interviewees for full-time job vacancies.

9) Supplemental Recruitment Initiatives.

(a) Initiative: Job & Career Fairs

Florida Atlantic University. West Palm Beach, FL. January 20. A Marketing Consultant participated in the Job Fair. The Employment Unit solicited students interested in careers in broadcasting for internships. Over 250 participants attended the Job Fair.

Northwood University Career Fair. West Palm Beach, FL. March 13, 2014. A Partner Services Coordinator and a board operator participated in the Job Fair. The Employment Unit solicited students interested in careers in broadcasting for internships. Over 150 participants attended the Career Fair.

Initiative: Internship Program

The Employment Unit operates an internship program, which allows interns to gain experience in many areas of the radio industry. Internships are available year round. During the period covered by this report, 50 interns participated in the program and received college credit. Internships are available in the areas of programming, sales, promotions, and administration. Depending on the main focus of the internship, interns may report directly to a sales manager, general manager, program director, or promotions director. Interns learn a wide variety of skills, including but not limited to: writing on-air copy and promotional announcements, website maintenance, writing and sending out press releases, miscellaneous office responsibilities, assisting on-air talent with remote broadcasts including set-up and tear down, board-oping and help with show producing, and recapping events for clients. Interns are recruited from the many universities, colleges, and technical colleges around the area, including Palm Beach Atlantic, Northwood University, Connecticut School of Broadcasting, Florida Atlantic University, Lynn University, Nova Southeastern University, Palm Beach Community College, University of Florida, and University of Miami.

(c) Initiative: Job Shadowing Program

Good Karma Broadcasting instituted and provides a job shadowing program. In this program, students from area high school and colleges visit the station and shadow an Employment Unit employee for an entire day, giving them a feel for careers in the broadcasting industry.

(d) Initiative: Mentoring / Training Program

The Employment Unit has instituted a program whereby its employees have the opportunity to shadow other employees in the company to learn more about their positions and the skills required to do those jobs (for example, several of our receptionists have trained under the traffic department and received promotions into this department and a DJ/board-op has trained under our engineer). This program helps station personnel acquire skills that could qualify them for higher-level positions.

(e) Initiative: Participation in Educational Institution and Community Events

Men's Club at Tivoli Reserve in Boynton Beach (October 13, 2013): The Employment Unit's Journalist spoke to the Men's Club at Tivoli Reserve on the topic of NFL journalism and reporting. About 50 men were in attendance.

Dancing for a Cure to Benefit Alzheimer's (December 31-January 1): The Employment Unit's Multi-Media Journalist emceed the benefit that was held at The Marriott in Palm Beach Gardens, FL.

Men's Club of Huntington Lakes & Delray Beach (January 12, 2014): The Employment Unit's Multi Media Journalist spoke to the Men's Club on the topic of sports journalism and marketing. There were approximately 160 men in attendance.

Polo After Party Benefit (March 12, 2014): The Employment Unit's Multi-Media Journalist emceed the benefit that was held at The International Polo Club in Wellington, FL. Approximately 250 were in attendance

Men's Club at Hunters Run Country Club (March 23, 2014): The Employment Unit's Multi Media Journalist spoke to the Men's Club on the topic of sports journalism. There were over 160 men in attendance.

Wild Pants Party to Benefit the ARC of Palm Beach (April 3, 2014): Two Multi Media Journalists from Employment Unit spoke to various classes regarding their career in broadcasting. Approximately 450 attended the event at The Gardens Mall in Palm Beach Gardens.

Ernie Els for Autism "Back Nine Microbrew" (April 10, 2014): The Employment Unit's Multi Media Journalist emceed the benefit at Old Palm Country Club. Approximately 200 were in attendance.

3rd Annual Dress to Impress Fashion Show. (May 30, 2014): Employment Unit's Multi Media Journalist emceed the benefit at SoLita of Delray Beach. Approximately 150 were in attendance.